

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Raynaud's Disease

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## Preface

The Job Accommodation Network (JAN) is funded by a grant from the Office of Disability Employment Policy, U.S. Department of Labor. JAN makes documents available with the understanding that the information be used solely for educational purposes. The information is not intended to be legal or medical advice. If legal or medical advice is needed, appropriate legal or medical services should be contacted.

JAN does not endorse or recommend any products or services mentioned in this publication. Although every effort is made to update resources, JAN encourages contacting product manufacturers/vendors and service providers directly to ensure that they meet the intended purposes. This guarantees that the most up-to-date information is obtained.

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## **JAN'S Accommodation and Compliance Series**

### **Introduction**

JAN's Accommodation and Compliance Series is designed to help employers determine effective accommodations and comply with Title I of the Americans with Disabilities Act (ADA). Each publication in the series addresses a specific medical condition and provides information about the condition, ADA information, accommodation ideas, and resources for additional information.

The Accommodation and Compliance Series is a starting point in the accommodation process and may not address every situation. Accommodations should be made on a case by case basis, considering each employee's individual limitations and accommodation needs. Employers are encouraged to contact JAN to discuss specific situations in more detail.

For information on assistive technology and other accommodation ideas, visit JAN's Searchable Online Accommodation Resource (SOAR) at <https://AskJAN.org/soar>.

### **Information about Raynaud's Disease**

Raynaud's phenomenon is a rare condition that when exposed to cold temperatures or emotional stress, it causes the blood vessels to narrow resulting in numbness, tingling, and/or burning in one's extremities. Most often it will affect a person's fingers and toes, but can also affect the nose, ears, and lips. Minor fluctuations in temperature can cause people to have flare-ups.

There are two main types of Raynaud's, primary being a standalone disease and the cause is unknown. Secondary is known as Raynaud's phenomenon and/or syndrome often stemming from a known primary disease, often lupus or rheumatoid arthritis.

### **Raynaud's Disease and the Americans with Disabilities Act**

The ADA does not contain a definitive list of medical conditions that constitute disabilities. Instead, the ADA defines a person with a disability as someone who (1) has a physical or mental impairment that substantially limits one or more "major life activities," (2) has a record of such an impairment, or (3) is regarded as having such an impairment. For more information about how to determine whether a person has a disability under the ADA, see [How to Determine Whether a Person Has a Disability under the Americans with Disabilities Act Amendments Act \(ADAAA\)](#).

## **Accommodating Employees with Raynaud's Disease**

People with limitations from Raynaud's phenomenon may develop some of the limitations discussed below, but seldom develop all of them. Also, the degree of limitation will vary among individuals. Be aware that not all people who are aging will need accommodations to perform their jobs and many others may only need a few accommodations. The following is only a sample of the possibilities available. Numerous other accommodation solutions may exist.

### **Questions to Consider:**

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee and the employee's job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
5. Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
6. Do supervisory personnel and employees need training?

### **Accommodation Ideas:**

#### **Limitations**

##### Decreased Stamina/Fatigue

- Accessories for Scooters
- Aide/Assistant/Attendant
- All-Terrain Scooters
- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic and Pneumatic Tools
- Ergonomic Assessments
- Ergonomic Equipment
- Examination and Procedures Chair
- Flexible Schedule

- Head Support for Wheelchairs
- Job Restructuring
- Low Task Chair
- Mechanic's Seats and Creepers
- Multi-Purpose Carts
- Periodic Rest Breaks
- Scooters
- Stand-lean Stools
- Stools for Cutting Hair
- Telework, Work from Home, Working Remotely
- Walkers
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Mounts
- Wheelchairs
- Worksite Redesign / Modified Workspace

#### Feeling/Sensing

- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Articulating Keyboard Trays
- Book Holders
- Ergonomic and Pneumatic Tools
- Forearm Support
- Grip Aids
- Keyguards
- On-Screen Keyboards
- One-Handed Keyboards

- One-Handed Keyboard Software
- Page Turners
- Periodic Rest Breaks
- Scribe/Notetaker
- Speech Recognition Software
- Tool Balancers
- Writing Aids

## Grasping

- Industrial Setting
  - Anti-vibration Gloves
  - Anti-vibration Tool Wraps
  - Compact Material Handling
  - Ergonomic and Pneumatic Tools
  - Tool Balancers
  - Mop Buckets
  - Mops and Mop Handles
  - Motorized Carts
  - Multi-Purpose Carts
- Office Setting
  - Auto-dialers
  - Automated Filing Systems
  - Book Holders
  - Dental and Surgical Instruments
  - Electric Scissors
  - Ergonomic Scissors
  - File Carousels
  - Filing Trays
  - Grip Aids
  - Hands-free Telephones
  - Headsets
  - Left Hand-Dominant Keyboards

- Money Handling Products
- One-Handed Keyboards
- Page Turners
- Reachers
- Scribe/Notetaker
- Shoulder Supports for Telephone Handsets
- Writing Aids
- Other
  - Aide/Assistant/Attendant
  - Door Knob Grips and Handles
  - Ergonomic Knives
  - Steering Grips

#### Handling/Fingering

- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Book Holders
- Ergonomic and Pneumatic Tools
- Ergonomic Equipment
- Extra Grip Gloves
- Grip Aids
- Page Turners
- Periodic Rest Breaks
- Scribe/Notetaker
- Speech Recognition Software
- Task Rotation
- Typing / Keyboarding Aids
- Vacuum Pickup Tools
- Writing Aids

## Stress Intolerance

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Supervisory Methods
- Support Animal
- Support Person

## Temperature Sensitivity

- Sensitivity to Cold
  - Air Deflectors
  - Cold Resistant Gloves
  - Flexible Schedule
  - Heated Clothing
  - Heated Ergonomic and Computer Products
  - Heated Gloves
  - Telework, Work from Home, Working Remotely
  - Vent Covers
  - Workstation Space Heaters
- Sensitivity to Heat
  - Air Deflectors
  - Cooling Clothing
  - Fans
  - Flexible Schedule
  - Portable Air Conditioners
  - Telework, Work from Home, Working Remotely



- Vent Covers

## **Work-Related Functions**

### Stress

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Coaches
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Monitor Mirrors
- Odor Control
- On-site Mentoring
- Service Animal
- Simulated Skylights and Windows
- Strobe Lights
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

### Temperature

- Sensitivity to Cold
  - Air Deflectors
  - Cold Resistant Gloves
  - Foot Warmers
  - Heated Clothing

- Heated Ergonomic and Computer Products
- Heated Gloves
- Modified Break Schedule
- Telework, Work from Home, Working Remotely
- Vent Covers
- Sensitivity to Heat
  - Air Deflectors
  - Cooling Clothing
  - Fans
  - Flexible Schedule
  - Modified Break Schedule
  - Telework, Work from Home, Working Remotely
  - Vent Covers

## Situations and Solutions:

The following situations and solutions are real-life examples of accommodations that were made by JAN customers. Because accommodations are made on a case-by-case basis, these examples may not be effective for every workplace but give you an idea about the types of accommodations that are possible.

### **A park ranger developed Raynaud's disease, making it hard to work in extreme temperatures.**

After trying various temperature controlled clothing with no success, the employee asked for a transfer to another job. During an interactive process meeting, the employer and employee found a vacancy that permitted the employee to remain indoors. The employer retained a valuable employee.

### **A teacher with Raynaud's syndrome had difficulty getting to work on time during the winter months.**

She asked for a modified schedule as a reasonable accommodation to permit her to arrive later, when the temperatures were warmer. The employer agreed and moved her planning period to the first part of her schedule to minimize work disruptions.

### **A public health registered nurse had trouble with circulation and headaches, which stemmed from Raynaud's disease.**

He requested the ability to use a private office where he could run a space heater without affecting his coworkers, which would minimize headaches and improve circulation.

### **An editor with Raynaud's syndrome experienced flare ups when their shared workspace was too cold.**

This made it hard to concentrate on the task at hand. The employer and employee agreed that telework would be the best accommodation as it would permit the employee to continue working while controlling the temperature.

### **A loan officer with Raynaud's disease had difficulty typing when the office fell below a certain temperature.**

The employer provided the employee with heated computer products which enabled her to continue typing and accomplishing work goals.

## Products

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at <https://AskJAN.org/soar> is designed to let users explore various accommodation options. Many product vendor lists are accessible through this system; however, JAN provides these lists and many more that are not available on the Web site upon request. Contact JAN directly if you have specific accommodation situations, are looking for products, need vendor information, or are seeking a referral.

## Resources

### **Job Accommodation Network**

West Virginia University  
PO Box 6080  
Morgantown, WV 26506-6080  
Toll Free: (800) 526-7234  
TTY: (304) 293-7186  
Fax: (304) 293-5407  
[jan@askjan.org](mailto:jan@askjan.org)  
<https://askjan.org>

The Job Accommodation Network (JAN) is a free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities.

### **Office of Disability Employment Policy**

200 Constitution Avenue,  
NW, Room S-1303  
Washington, DC 20210  
Toll Free: (866) 633-7365  
[odep@dol.gov](mailto:odep@dol.gov)  
<https://www.dol.gov/agencies/odep>

The Office of Disability Employment Policy (ODEP) is an agency within the U.S. Department of Labor. ODEP provides national leadership to increase employment opportunities for adults and youth with disabilities while striving to eliminate barriers to employment.

### **American Chronic Pain Association**

P.O. Box 850  
Rocklin, CA 95677-0850  
Toll Free: (800) 533-3231  
Fax: (916) 632-3208  
[ACPA@theacpa.org](mailto:ACPA@theacpa.org)  
<http://www.theacpa.org>

The purpose of the American Chronic Pain Association is to facilitate peer support and education for individuals with chronic pain and their families so that these individuals may live more fully in spite of their pain.

**Arthritis Foundation**

1330 W. Peachtree Street  
Suite 100  
Atlanta, GA 30309  
Direct: (404) 872-7100  
<http://www.arthritis.org>

The Arthritis Foundation is committed to raising awareness and reducing the unacceptable impact of arthritis, a disease which must be taken as seriously as other chronic diseases because of its devastating consequences. The Arthritis Foundation is leading the way to conquer the nation's leading cause of disability through increased education, outreach, research, advocacy and other vital programs and services.

**Genetic and Rare Diseases Information Center (GARD)**

P.O. Box 8126  
Gaithersburg, MD 20898-8126  
Toll Free: (888) 205-2311  
Fax: (301) 251-4911  
<https://rarediseases.info.nih.gov/>

The Genetic and Rare Diseases (GARD) Information Center is a program of the National Center for Advancing Translational Sciences (NCATS) and funded by two parts of the National Institutes of Health (NIH): NCATS and the National Human Genome Research Institute (NHGRI). GARD provides the public with access to current, reliable, and easy to understand information about rare or genetic diseases in English or Spanish.

**Mayo Clinic**

13400 E. Shea Blvd.  
Scottsdale, AZ 85259  
Direct: (480) 301-8000  
<http://www.mayoclinic.org/>

The Mayo Clinic's mission to inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education and research.

**MedlinePlus**

8600 Rockville Pike  
Bethesda, MD 20894  
[custserv@nlm.nih.gov](mailto:custserv@nlm.nih.gov)  
<https://medlineplus.gov>

MedlinePlus is the National Institutes of Health's Web site for patients and their families and friends. Produced by the National Library of Medicine, the world's largest medical library, it brings you information about diseases, conditions, and wellness issues in language you can understand. MedlinePlus offers reliable, up-to-date health information, anytime, anywhere, for free.

**National Center for Biotechnology Information**

8600 Rockville Pike  
Bethesda, MD 20894  
[pubmedcentral@ncbi.nlm.nih.gov](mailto:pubmedcentral@ncbi.nlm.nih.gov)  
<https://www.ncbi.nlm.nih.gov/>

The National Center for Biotechnology Information advances science and health by providing access to biomedical and genomic information.

### **National Fibromyalgia & Chronic Pain Association**

3857 Birch St. Suite 312  
Newport Beach, CA 92660

[nfa@fmaware.org](mailto:nfa@fmaware.org)

<https://www.fmaware.org/>

The National Fibromyalgia & Chronic Pain Association (NFMCPA) is a 501(c)3 not for profit organization. We support people with chronic pain illnesses and their families and friends by contributing to caring, professional, and community relationships. Through continuing education, networking with support groups and advocates, and affiliation with professional organizations, the members of the NFMCPA have a place to be informed, get involved, and recognize achievements.

### **National Heart, Lung, and Blood Institute**

P.O. Box 30105

Attention: Website

Bethesda, MD 20824-0105

Direct: (301) 592-8573

Fax: (240) 629-3246

[nhlbiinfo@nhlbi.nih.gov](mailto:nhlbiinfo@nhlbi.nih.gov)

<http://www.nhlbi.nih.gov/>

The National Heart, Lung, and Blood Institute (NHLBI) provides leadership for a national program in diseases of the heart, blood vessels, lung, and blood.

### **National Institute of Arthritis and Musculoskeletal and Skin Diseases**

1 AMS Circle

Bethesda, MD 20892-3675

Toll Free: (877) 226-4267

Direct: (301) 495-4484

Fax: (301) 718-6366

[NIAMSinfo@mail.nih.gov](mailto:NIAMSinfo@mail.nih.gov)

<http://www.niams.nih.gov>

The mission of the National Institute of Arthritis and Musculoskeletal and Skin Diseases is to support research into the causes, treatment, and prevention of arthritis and

musculoskeletal and skin diseases, the training of basic and clinical scientists to carry out this research, and the dissemination of information on research progress in these diseases.

### **Raynaud's Association**

11 Topstone Road  
Redding, CT 06896  
Toll Free: (800) 280-8055  
[info@raynauds.org](mailto:info@raynauds.org)  
<http://www.raynauds.org/>

The Raynaud's Association is a national non-profit (501c3) organization whose mission is to provide support and education to the millions of sufferers of Raynaud's Phenomenon, an exaggerated sensitivity to cold temperatures.

### **Remedy's Health Communities**

<http://www.healthcommunities.com>

Remedy Health Media is America's fastest growing health information and technology company. We are a leading provider of clinical resources and wellness tools that help millions of patients and caregivers live healthier, more fulfilled lives.

Our mission is to empower patients and caregivers with the information and applications needed to efficiently navigate the healthcare landscape and as a result, to permit better health outcomes through use of our products and services.

### **Vascular Cures**

555 Price Avenue  
Suite 180  
Redwood City, CA 94063  
Direct: (650) 368-6022  
[info@vascularcures.org](mailto:info@vascularcures.org)  
<http://vascularcures.org>



Vascular Cures is the only 501(c)3 nonprofit organization representing the millions of patients with Vascular Disease in the U.S. We focus on creating long-term, shared resources to accelerate development of new treatments and improve patient health.

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